

**2015 FCC EEO Public File Report for Charter Communications  
12397 - CM Kalamazoo Cnty MI**

*This Report Covers September 1, 2014 through August 31, 2015*

Total Number of Full-Time Vacancies Filled During This Period: 4  
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 30

*Please see attached the Recruitment Source List that includes recruitment source contact information.*

**FULL-TIME VACANCIES FILLED**

FCC Unit (All)

Req #	Job Title	Recruitment Source(s) Used to Fill the Vacancy	Interviewees Referred	Number Hired
1409378	Account Coordinator	Internal	2	1
		Charter.com	1	0
		LinkedIn	0	0
		Indeed.com*	4	0
		Beyond.com*	1	0
		Direct Employers	0	0
		RecruitMilitary	0	0
		Glassdoor.com	0	0
		Hispanic Center of Western Michigan	0	0
		Michigan State University	0	0
<b>1409378 Total</b>			<b>8</b>	<b>1</b>
1404926	Business Administrator I	Internal	1	0
		Charter.com	1	0
		LinkedIn	1	0
		Indeed.com*	8	1
		Direct Employers	0	0
		Glassdoor.com	1	0
		Hispanic Center of Western Michigan	0	0
		Hero2Hired	0	0
		Michigan State University	0	0
<b>1404926 Total</b>			<b>12</b>	<b>1</b>
1502981	Business Administrator I	Charter.com	0	0
		LinkedIn	1	1
		Indeed.com*	4	0
		Direct Employers	0	0
		RecruitMilitary	0	0
		Glassdoor.com	0	0
		Hispanic Center of Western Michigan	0	0
		Referral*	1	0

1502981	Business Administrator I	Multi-Channel News	0	0
		CableFax	0	0
		Grand Valley State University	0	0
<b>1502981 Total</b>			<b>6</b>	<b>1</b>
1409394	Local Account Planner	Internal	2	1
		Charter.com	1	0
		LinkedIn	0	0
		Direct Employers	0	0
		RecruitMilitary	0	0
		Glassdoor.com	0	0
		Hispanic Center of Western Michigan	0	0
		Michigan State University	0	0
		Referral*	1	0
<b>1409394 Total</b>			<b>4</b>	<b>1</b>
Grand Total			30	4

### RECRUITMENT SOURCE LIST

Name of Recruitment Source	Street Address	City, State, Zip	Contact Person	Telephone Number	Entitled to Notification?	Total Number of Referrals
Direct Employers	9002 N. Purdue Rd., Ste. 100	Indianapolis, IN 42628	directemployers.org	317-874-9000	No	0
Charter.com	12405 Powerscourt Dr.	St. Louis, MO 63131	charter.com/careers	314-965-0555	No	3
RecruitMilitary	422 West Loveland Ave.	Loveland, OH 45140	recruitmilitary.com	513-683-5020	No	0
LinkedIn	2029 Stierlin Court	Mountain View, CA 94043	linkedin.com	312-650-7593	No	2
GlassDoor.com	100 Shoreline Highway, Building A	Mill Valley, CA 94941	glassdoor.com	415-275-7645	No	1
Internal					No	5
Indeed.com*					No	16
Beyond.com*					No	1
Hispanic Center of Western Michigan	1204 Grandville Ave. SW	Grand Rapids, MI 49503	Deisy Madrigal		No	0
Michigan State University	220 Trowbridge Rd.	East Lansing, MI 48824	Career Services	517-355-1855	No	0
Hero2Hired	<a href="https://h2h.jobs/">https://h2h.jobs/</a>				No	0
Referral*					No	2
Grand Valley State University	1 Campus Drive	Allendale, MI 49401	Career Services	616-331-6708	No	0

Note: Charter works with DirectEmployers Corporation, a job sourcing organization, to broadly disseminate its job vacancy information for this unit. DirectEmployers posts Charter's job vacancy information for this unit to a variety of sources.

\* The sources marked with (\*) in this report are sources that were identified by interviewees as referral sources, but that: (1) Charter did not use directly as a recruitment source; and/or (2) Interviewees were unable to identify more precisely. Many job boards and job banks pull Charter's job vacancies from its website and post them independently via their own systems. Accordingly, applicants often learn about Charter's job vacancies from sources that Charter does not post with directly or track.

**Supplemental Recruitment Initiatives:**

#	Name	Date	Description
1	Tuition Reimbursement	Ongoing	college courses to enhance their skills to better prepare them for their current jobs and/or advanced positions.
2	Training Programs for All Employees	Ongoing	topics: fostering mutual respect in the workplace, Charter's Code of Conduct, information security, privacy, records and information management, timekeeping, and performance
3	Management-Level Employees	Ongoing	programs devised to assist with leadership development and policy administration skills. Offerings provided at various times during this plan year included Civil Treatment for
4	Lynda.com Training	Ongoing	online courses for creative services staff to increase their knowledge and skills